

LETTER FROM THE PRESIDENT: 2010, YEAR IN REVIEW



Glen Jones, President

Dear Colleagues,

Thanks to you, our shared mission of leading higher education towards inclusive excellence was advanced this past year. The goals we set further positioned NADOHE as a respected resource on matters of diversity in higher education. Here is a look back at what we were able to accomplish together in 2010.

The year began with a professional development webinar, held Friday, January 29, on Institutional Diversity Marketing and Communications. The webinar was taught by Roger L. Worthington, Ph.D. of the University of Missouri, as well as Whitney G. Harris, Ph.D. and Linda Kohl, both of the Minnesota State Colleges and Universities system. More than 80 institutions registered for this event.

Shortly thereafter, NADOHE's 4th Annual Conference took place in Phoenix, AZ, March 8 - 10. There, administrators and advisors in the field of institutional diversity gave thoughtful presentations on diversity in the post-Obama world and the need to create synergy between multicultural education and internationalization.

During the annual membership meeting, held at the conference, members voted to establish the creation of Provisional Affiliate Associations (PAAs), a much anticipated step forward for NADOHE toward establishing permanent chapters. As a result, three PAAs were accepted into membership in 2010: the Texas Associa-

tion of Chief Diversity Officers (TADOHE), the Virginia Diversity Officers in Higher Education (VDOHE), and the Big 12 Consortium of Diversity Officers. This initial step forward was offered to existing and newly established state, regional and special interest associations of diversity officers as an opportunity to become affiliated with NADOHE within a set of relatively open guidelines.

Soon after the annual conference, NADOHE published its five-year strategic action plan, "Towards Inclusive Excellence" which addresses the following strategic initiatives: Infrastructure to Allow for Strategic Growth; Professional Development; Professional Practice, Assessment, Outcome & Initiatives; Role with Respect to Public Policy in Higher Education; Strategic Organizational Alliances; and International Initiatives.

In the fall, NADOHE established an online career center to serve as a resource for Chief Diversity Officers in Higher Education seeking to learn about career opportunities and for search firms or employers looking to hire a Chief Diversity Officer in higher education. We will continue to improve the depth and breadth of this service and I encourage you to go to NADOHE's website to learn more about it.

On November 17, 2010, NADOHE cosponsored a webinar with the American Council on Education (ACE), "Minorities in Higher Education." This webinar highlighted the key findings and implications of ACE's recently released Minorities in Higher Education 2010: Twenty-Fourth Status Report and provided an overview of the findings specific to the U.S. Hispanic population.

Four issues of the *Journal of Diversity in Higher Education* were published this past year disseminating research findings, theory and practices which guide the efforts of institutions of higher education in the pursuit of inclusive excellence. It continues to inspire and encourage campus, governmental and private sector leaders to articulate culturally sound outcomes.

Throughout the year, NADOHE's membership committee and office work to expand and strengthen our membership base. Last

year, new members increased by eighteen percent and membership increased overall by nearly thirteen percent. Efforts to identify and reach out to potential members are ongoing.

Finally, NADOHE developed the Inclusive Excellence Awards to honor individuals and institutions for achieving transformational change. These awards will recognize innovative policies, practices or initiatives that have been implemented for a minimum of five years, and have made a positive impact on a college and university's goal to achieve inclusive excellence.

As you can see, it was a dynamic and productive year. While it is important to look back and recognize past achievements, it is even more important to look ahead at the work yet to be accomplished. I thank you for your ongoing commitment to take the steps necessary to further advance our shared mission of inclusive excellence in higher education.

Glen Jones, NADOHE President

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NADOHE MEMBER SPOTLIGHT



Nydia A. Gonzalez, Tarrant County College District, Associate Vice Chancellor for Institutional Diversity

Ms. Gonzalez heads a newly organized unit at Tarrant County College (TCC) that provides leadership of district – wide initiatives that advance an organizational environment in which diversity and inclusion is valued and cultivated.

Ms. Gonzalez joined NADOHE while serving as the former Chief Diversity Officer at Yale University and found NADOHE to be a great resource for networking with others in similar positions. She notes that membership in NADOHE will continue to provide opportunities to share best practices in the field of diversity, inclusion and cultural competence. “The conferences are top notch and offer quality educational sessions. Sometimes the work of diversity leadership can be a bit lonely, as we focus on diversity challenges and opportunities

NADOHE wants to hear from members. Sometimes the 50 word limit of the Member News section isn’t enough to express great news. If you have a longer article you’d like to submit as part of the Member Spotlight page, please send submissions and a headshot to info@nadohe.org, subject: Member Spotlight. Thanks!

as a matter of first priority. Our role is to catalyze the efforts of others to enhance diversity from the bottom up, from the top down, and across the institution,” she adds.

Now Associate Vice Chancellor for Institutional Diversity at TCC, it is a vital institution in the postsecondary education landscape because it provides an entry point for many people, especially economically and academically disadvantaged, and minority college students, to get academic training. Community colleges are a critical institution in American global economic and educational progress. In October, 2000, the Texas Higher Education Coordinating Board adopted the *Closing the Gap Initiative*, which aims to increase the number of Texas students earning a College degree. In this light, the *American Graduation Initiative* places the community college at the forefront of change. Other initiatives include *Achieving the Dream: Community Colleges Count*, *SENSE Benchmarks of Effective Practice with Entering Students*, and work towards eradicating the *Silver Tsunami*.

Achieving the Dream: Community Colleges Count is a bold effort to help more community college students succeed, with a special focus on students of color and low income students.

The *SENSE Benchmarks of Effective*

Practice with Entering Students include early connections, high expectations and aspirations, clear academic plans and pathways, effective tracks to college readiness, engaged learning, and academic and social support networks.

The *Silver Tsunami* or eventual brain drain may eventually result in the “the loss of institutional knowledge due to human resource turnover.” Regarding college administrations, this is a compelling reason to:

- Assess how retiring workers will affect their organizations;
- Address skill shortages due to staff attrition;
- Attract qualified workers of all ages;
- Manage a multi-generational workforce;
- Build an employer brand that attracts and retains top talent.

These economic, cultural, academic and institutional challenges have served as a catalyst for Chancellor Erma Johnson Hadley, the Board of Trustees, and senior leadership to renew and reinvigorate TCC’s focus on diversity and inclusion leading the ability to enhance and utilize the talents of a demographically diverse workforce.

“Persistence and Resilience are key competencies to successfully navigate the role of Chief Diversity Officer. A valuable benefit of NADOHE membership is the ability to connect with others who share similar challenges and re-fuel,” Gonzalez shared.

NADOHE MEMBER NEWS

VIRGINIA TECH

William T. Lewis was appointed vice president for the Office for Diversity and Inclusion at Virginia Tech. Lewis will take the lead in engaging the university community in new opportunities to promote and embrace diversity in the pursuit of inclusive excellence to ensure that Virginia Tech is a welcoming community for all of its members.



William T. Lewis, Virginia Tech

OHIO UNIVERSITY

Ohio University's Office for Diversity, Access & Equity held its inaugural Summer Institute for Diversity Education (SIDE) in July 2010. This professional development certificate program equipped participants with resources necessary to promote and implement diversity programming at the University and throughout Southeastern Ohio. SIDE will be held annually.

COLLEGE OF THE MAINLAND**COM BOARD OF TRUSTEES RECEIVES EQUITY AWARD**

The College of the Mainland Board of Trustees has received the 2010 Western Regional Equity Award from the Association of Community College Trustees (ACCT). The award recognizes exemplary commitment by a community college's governing board and its chief executive officer as a group. Award criteria include areas such as: growth in a diverse student population; an environment for minority students to be successful; curriculum offerings; partnerships/articulation agreements; meeting the needs of diverse student populations; commitment to employing diverse staff; outreach to a diverse community; and actively seeking diverse representation on governing boards as well as contracting and vendor participation.

The COM Board was recognized for its work over the past decade towards achieving equal education and employment opportunities. In recent years, the board has worked with the College administration to recruit, welcome and retain more students from historically underrepresented groups. In 2004, the Board adopted a Strategic Diversity Plan that not only increased enrollment from underrepresented groups but also led to a more diverse faculty, staff and administration.

STATE UNIVERSITY OF NEW YORK (SUNY)

The SUNY Office of Diversity and Educational Equity (ODEE) awarded over \$80,000 to nine SUNY campuses as part of the second annual Explorations in Diversity and Academic Excellence initiative. ODEE also announced five award recipients of the 2010-11 Faculty Diversity Program and hosted a STEM Bridges conference on November 4, 2010.

UNIVERSITY OF CENTRAL FLORIDA**UCF OFFICE OF DIVERSITY INITIATIVES RECEIVES \$20,000 GOOGLE AWARD**

Dr. Valarie G. King was truly surprised when she was contacted via e-mail by a Google representative to inform her that the UCF Office of Diversity Initiatives would receive an unsolicited grant for \$20,000 from Google in recognition for their work and to support their continued success. After reading the e-mail, she summarily deleted it believing it to be a hoax. A few days later, she received a phone call from Google inquiring if she had received their e-mail announcing the award. Later still, Dr. King received a letter from Laszlo Bock, Vice President for People Operations, who indicated that "We at Google believe strongly in your mission and the impact you are having...We wanted to thank you for the amazing work you have done to make a real difference in the lives of so many."



The grant has no stipulations attached and can be used, as necessary, to support the mission and goals of the Office of Diversity Initiatives. According to Dr. King, in this climate of fiscal constriction, the grant could not have come at a better time; she noted, "It will truly help us to continue working on our key areas of focus during the 2010-2011 academic year."

UNIVERSITY OF TEXAS AT AUSTIN

The Division of Diversity and Community Engagement (DDCE) at The University of Texas at Austin recently released its 2010-2011 Impact Report. The report is filled with articles about many of DDCE's 50 units, programs and initiatives, demonstrating the comprehensiveness of the unit and the significant work the division is achieving on the UT campus and across Texas. The report features work that ranges from ensuring an intellectually and culturally diverse faculty to supporting underrepresented students throughout the PreK-Graduate School pipeline to building strong community partnerships that address issues of social justice. Download the report at: <http://www.utexas.edu/diversity/>.

NADOHE MEMBER NEWS



Union College

UNION COLLEGE**SUPPORTING PEOPLE AND THEIR FAITHS
FOSTERS DIVERSITY**

To celebrate religious and spiritual diversity, Union College, NY established Coexist Day in 2009. Inclusive discussions occurred over dessert, with Christians, Jews, Muslims, Agnostics, Hindus and Atheists students sharing similarities, differences and customs. Special T-shirts helped them describe and present their spiritual identities. A Multi-faith Council tradition, Coexist Day offers visible support for all faiths and spiritual beliefs.

UNIVERSITY OF WISCONSIN-MADISON

The University of Wisconsin-Madison recently made a substantive commitment to diversity by moving some of its most innovative and nationally-lauded diversity programs into the portfolio of the Office of the Vice-Provost for Diversity and Climate and Chief Diversity Officer Damon A. Williams. Some highlights of the movement include the nation's largest higher education pre-college program, the Precollege Enrichment Opportunity Program for Learning Excellence (PEOPLE), the First Wave Hip Hop Theater Ensemble, the Office of Equity and Diversity, the Intergroup Dialogue Program, and several other units. These changes and new staff in the Office of the Vice Provost for Diversity and Climate are part of the university's Inclusive Excellence agenda designed to create greater accountability, more efficient stewardship of resources, and new strategic possibilities. In addition,

the University has made investments into financial aid for low and moderate income families, faculty diversity, launching a new diversity research center – the Wisconsin Equity and Inclusion (WEI) laboratory, building a new digital diversity strategy, and a series of efforts designed to eliminate graduation disparities across groups.

**TEXAS TECH UNIVERSITY HOUSES
DIVERSITY FACULTY DATABASE**

The Division of Institutional Diversity, Equity and Community Engagement at Texas Tech University proudly announces the transfer of the National Minority Faculty Identification Program (NMFIP) from Southwestern University in Georgetown, Texas.

First compiled in 1985-86, the NMFIP, which will be renamed the National Registry of Diverse & Strategic Faculty, has been a resource for thousands of faculty searches by colleges and universities seeking qualified and diverse candidates for tenure track faculty positions.

"We are thrilled to have this opportunity to be a resource for institutions of higher education across the country," said Juan Muñoz, vice president for institutional diversity, equity and community engagement.

"As the population of the United States becomes more diverse ethnically, culturally and economically, it is imperative that colleges and universities be proactive in hiring and promoting faculty who reflect the evolving diversity on college campuses. Texas Tech is proud to be a national leader in the promotion of inclusive excellence in faculty hiring. We are grateful to Southwestern University for founding this important program and providing valuable services to faculty candidates and subscribing institutions for more than 20 years."

To participate in the registry, the premier database of diverse and strategic faculty candidates sponsored by a major university, prospective and current faculty members can access the registry's website (www.theregistry.ttu.edu) at no cost and download their relevant educational and employment information. Participating member institutions have access to all candidate information posted on the website as soon as it is posted and can announce job openings.

For more information, please contact Paul Ruiz, Director, Institutional Diversity, Texas Tech University at (806) 742-2369 or via email at paul.ruiz@ttu.edu.

KEN COOPWOOD, PH.D., is collaborating with academic units at Indiana University Northwest and local school systems to create a regional diversity pedagogy laboratory. The laboratory will house an array of audio, visual, and creative aids to enhance

NADOHE MEMBER NEWS

learning by underrepresented populations. Faculty workshops to increase cultural competency are also provided.

RACE MATTERS: A DAY OF DIALOGUE ON RACISM, AND WHITE PRIVILEGE was held on March 24, 2011 at Bridgewater State University in Bridgewater Massachusetts. Hundreds of campus members attended the day and explored with one another individual and institutional action steps focused on increasing campus and regional access and equity.



DR. GREGORY J. VINCENT, vice president for diversity and community engagement at The University of Texas at Austin, will receive an honorary Prairie View Interscholastic League Coaches Association (PVILCA) Lifetime Achievement Award for his outstanding work helping to preserve the history of the organization. The PVILCA is a group of former

African American coaches and athletes who taught at and attended Texas' segregated high schools, which were not allowed to compete in the University Interscholastic League state competitions from 1909-1970.



DR. MARY J. WARDELL has accepted the newly created position of Associate Vice Provost for Diversity Engagement and Community Outreach at the University of San Francisco. In this critical role that is central to the Mission of the University as "a diverse, socially responsible learning community of high quality scholarship and academic rigor sustained

by a faith that does justice," Mary will provide support and leadership in the University's efforts to promote social justice, equity, and diversity in all its forms, while building an inclusive, collaborative community.

Grand Valley State University's Vice President for Inclusion and Equity, **JEANNE J. ARNOLD**, co-authored an article that is being published in *Innovative Higher Education*, Vol. 37, No. 1. The article's title is "The Journey to an Inaugural Chief Diversity Officer: Preparation, Implementation and Beyond."

PATRICE DICKERSON, assistant dean, College of Arts and Sciences, will head the new Office for Strategic Recruitment and Diversity, concentrating on recruitment and diversity issues related to undergraduate, graduate, and post-doctoral students. As director of diversity for the Arts and Sciences, Dickerson has been instrumental in developing and implementing programs to increase the number of minorities and women entering graduate programs in the arts and sciences. She will bring these same efforts to the recruitment of a diverse community of students at both the undergraduate and graduate levels. (pic of Patrice Dickerson)



DR. KUMEA SHORTER-GOODEN

has been appointed Alliant International University's first Associate Provost for International-Multicultural Initiatives, with responsibility to oversee the implementation of the University's diversity plan. Dr. Shorter-Gooden has led these initiatives for three years; the new title reflects a stronger integration of diversity issues into the leadership structure.



ANDRIEL DEES was named the new Chief Diversity Officer at the University of Wisconsin River Falls. As Chief Diversity Officer, Dees serves as a member of the Chancellor's Cabinet and provides leadership in advancing the university's commitment to fostering a culture of inclusiveness. Previously, Dees was the Associate Dean for Multicultural Affairs at William Mitchell College of Law in St.

Paul, Minnesota. Dees earned her Juris Doctorate from William Mitchell and a bachelor's degree from Hampton University in Hampton, Virginia.

5TH ANNUAL NADOHE CONFERENCE

The 5th Annual NADOHE Conference held in Washington, D.C., March 7 – 9, hosted a record breaking attendance of more than 180 registrants. Conference attendees converged from all over the country to hear experts in the field of diversity share insights and tips into increasing awareness of inclusion on college campuses.

A notable highlight of the conference was the opening key note address by Harvard Law Professor, Lani Guinier. Guinier discussed the challenges of leaders in the 21st century and the need for admissions offices to identify potential leaders during the admissions process. After identifying those potential leaders, it is the responsibility of faculty and staff to then equip those students for leadership. Guinier noted that it is important to share power with students that they might assume more responsibility, exercise creative experimentation by not measuring students against others, and evaluate implementing critical reframing by looking at how others engage and educate their students and following the ideas that work.

Guinier emphasized that it is important not to accept the same people over and over. “We need diverse talent to learn from each other,” she concluded.



WINTER/SPRING 2011

NADOHE*news*

5TH ANNUAL NADOHE CONFERENCE





A quarterly publication of the National Association of Diversity Officers in Higher Education, the Journal of Diversity in Higher Education disseminates research findings, theory and promising practices which guide the efforts of institutions of higher education in the pursuit of inclusive excellence. Multidisciplinary in perspective, the Journal includes empirical

Research, policies, commentaries and critiques, and book reviews that support efforts to transform institutions, inspire colleagues, and engage campus, governmental and private sector leaders to articulate culturally sound outcomes. A subscription to the journal is a benefit of NADOHE membership.

Transparency and Trust as Antecedents to Perceptions of Commitment to Stated Diversity Goals

Molly B. Pepper, Linda Tredennick, and Raymond R. Reyes
Gonzaga University

Student perceptions of their university's commitment to its stated diversity goals impact important outcomes on campus. Perceptions that the university is committed to its stated diversity goals decreases perceptions of racial tensions on campus, while perceptions that the university is not committed to its stated diversity goals causes a host of negative outcomes for students, including higher perceptions of hostility and discrimination. Using a sample of 360 students at a small university, the current study addresses the relationships between trust, breach of obligations, transparency, and perceptions of the university's commitment to state diversity goals. Results indicate that transparency and trust are important to building and maintaining the perception that the university is committed to its stated diversity goals.

This article can be found in the Journal of Diversity in Higher Education, 2010 Vol. 3, No. 3, 153-162.

2011 BOARD OF DIRECTORS

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Founding President Emeritus

(ex-officio)

William B. Harvey

Rosemont College

JOIN A COMMITTEE!

If you are interested in serving on a NADOHE committee, please contact the committee chair or dnolan@nadohe.org.

BYLAWS

The Bylaws Committee will review the Bylaws of the Association and recommend necessary changes to the Board of Directors no less than sixty (60) calendar days prior to the annual conference and to the membership not less than thirty (30) calendar days prior to the annual conference. Any changes in the Bylaws recommended by the Committee must be approved by a majority vote of the Board of Directors before submission to the membership during the Association's annual business meeting for ratification. **Chair:** Debbie Seeberger, dseeberger@towson.edu

CONFERENCE

The Conference Committee meets electronically for approximately eight months to plan and coordinate NADOHE's Annual Conference. All committee members must also be available to play an active role in sub-committees. **Co-Chairs:** Ben Reese, ben.reese@duke.edu, and Paulette Granberry-Russell, prussell@msu.edu

FINANCE

Chair: Rosemary Kilkenny, kilkennr@georgetown.edu

MEMBERSHIP

The membership committee seeks to expand the institutional and individual membership of NADOHE. The committee will work with the national Administrative Executive, the Treasurer, and Marketing Committee to grow NADOHE into a nation-wide membership based association. The committee conducts its business via electronic media including con-

ference calls. **Chair:** Archie Ervin, archie.ervin@vpid.gatech.edu

NOMINATING COMMITTEE

Chair: Charles Martinez, charlesm@oslc.org

PROFESSIONAL DEVELOPMENT

The professional development committee is dedicated to the identification of dynamic and relevant programming that promotes both the individual and institutional advancement of NADOHE's membership. **Chairs:** Gregory Vincent, gvincent@austin.utexas.edu, and Judy "JJ" Jackson, jj@uky.edu.

PUBLIC POLICY/COMMUNICATIONS

The public policy committee of NADOHE is charged with reviewing those federal and state policies that impact on diversity and equity in higher education. **Chair:** Elizabeth Ortiz, EORTIZ4@depaul.edu

NADOHE NOW ACCEPTING CHAPTER MEMBERSHIP APPLICATIONS!

At the March 8, 2011, annual business meeting in Washington, DC, NADOHE members voted to accept bylaws revisions so that local, state, and regional Chapters of NADOHE can be formed and accepted into membership. The primary purpose for the establishment of Chapters is to address the growing demand for local, state and regional representation of Diversity Officers operating as Chapters of NADOHE, with the ultimate goal of increasing inclusive excellence in higher education. *For more information, please contact the NADOHE office at 561-472-8479 or dnolan@nadohe.org.*

STUDENT MEMBERSHIP NOW AVAILABLE

Glen Jones, President, NADOHE, announced during the NADOHE Annual Business Meeting on March 8, 2011, in Washington, D.C. the approval of a student membership category which will allow students to join the association and enjoy the benefits of membership.

This recent advancement helps to further NADOHE's mission of increasing awareness of inclusive excellence within institutions of higher education. It also demonstrates the diligent efforts of those wishing to take concrete steps forward in following this mission at the student level on college campuses.

Student membership status in the association is open to any graduate or undergraduate student who expresses interest in the profession of diversity, multicultural education and/or similar profession. As a member, students are able to attend NADOHE's Annual Conference at a student member rate; access NADOHE's webinars at the member rate; receive an online subscription to the Journal of Diversity in Higher Education; access NADOHE's membership listserv; access the latest scholarships on inclusive excellence in higher education; and access NADOHE's Career Center where they are able to post résumés and manage a job seeker account.

Ronald W. Whitaker II, MBA, M.S. Ed., a current University of Pennsylvania master degree candidate in Professional Counseling, is NADOHE's first student member. "I definitely think that adding a student membership category would be of great value to NADOHE, and also aspiring CDO's. Personally speaking, I know that my goal is to become a Diversity leader in a higher educational milieu, but I am lacking mentoring from those that can help me in my career endeavors. I will support NADOHE in whatever capacity needed," he shares.

Student members will also have the opportunity to participate in various NADOHE committees and to volunteer during NADOHE's Annual Convention.



Ronald W. Whitaker II, MBA, M.S. Ed

INSTITUTIONAL MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name of Institution: _____

Institutional Address 1: _____

Address 2: _____

City: _____ State: _____ Zip: _____

Student Enrollment: _____ Carnegie Classification: _____

Sector

Public: _____ Private: _____ Non-Profit: _____ Private For-Profit: _____

President's Name: _____ Provost's Name: _____

Senior/Chief Diversity Officer's Information

Name: _____

Title: _____ Position Title: _____

Institution's Official Designee to NADOHE Information

Name: _____ Title: _____

Email: _____ Phone: _____

Fax: _____

Membership Options

Doctoral Extensive \$1250: _____ Doctoral Intensive \$1000: _____ Masters \$900: _____

Baccalaureate \$750: _____ Associate Colleges \$500: _____

Special Focus/Tribal \$500: _____ Systems Associations \$1250: _____

* For more efficient processing, this form is also available online at www.nadohe.org.

INDIVIDUAL MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name: _____
Title: _____
Email: _____ Phone: _____

Institutional Address 1: _____
Address 2: _____
City: _____ State: _____ Zip: _____

Student Enrollment: _____ Carnegie Classification: _____

Sector

Public: _____ Private: _____ Non-Profit: _____ Private For-Profit: _____

President's Name: _____ Provost's Name: _____

Senior/Chief Diversity Officer's Information

Name: _____
Title: _____ Position Title: _____

Institution's Official Designee to NADOHE Information

Name: _____ Title: _____
Email: _____ Phone: _____
Fax: _____

Membership Option

Individual \$250: _____

* For more efficient processing, this form is also available online at www.nadohe.org.

STUDENT MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name: _____

Field of Study: _____

Email: _____ Phone: _____

Name of Institution: _____

Mailing Address 1: _____

Address 2: _____

City: _____ State: _____ Zip: _____

Degree(s) Obtained: _____

Degree(s) Pursued: _____

Advisor's Name: _____

Graduation Date (Month/Year) ____/____

Are you planning to pursue a career in Diversity Education? (Circle One) Yes / No

Membership Option

Student \$75: _____

* For more efficient processing, this form is also available online at www.nadohe.org.

PROFESSIONAL ORGANIZATION/ASSOCIATE MEMBERSHIP APPLICATION FORM

The National Association of Diversity Officers in Higher Education
NADOHE, 4440 PGA Boulevard, #600, Palm Beach Gardens, FL 33410
P 561-472-8479, F 561-472-8401, www.nadohe.org

Name of Organization: _____

Organization Address 1: _____

Address 2: _____

City: _____ State: _____ Zip: _____

Sector (check one)

Public: _____ Privat (Non-Profit) _____ Private For-Profit: _____

Name: _____

Title: _____

Email: _____ Phone: _____

Fax: _____

Membership Option

Professional Organization/Associate \$500: _____

* For more efficient processing, this form is also available online at www.nadohe.org.